

Memorandum of Agreement
Between
Borough of Bernardsville
And
Bernardsville Public Works Employees' Association

The above-captioned parties agree to the following terms of settlement for a new Collective Bargaining Agreement. This Memorandum of Agreement is subject to ratification by the employees in the Public Works employees' Association bargaining unit and the Borough.

1. Duration – January 1, 2016 through December 31, 2017.
2. Article XXVII, Overtime, Section H, shall be revised to state: After sixteen (16) hours of work, an employee will receive one (1) recoup day which shall be scheduled and used, subject to the approval of the supervisor, within twenty-three (23) days of earning the recoup day weather permitting. If the recoup day is not scheduled and used within twenty-three (23) days, the supervisor shall schedule the day.
3. Salary – Effective January 1, 2016, all salaries shall be increased by 2%. Effective January 1, 2017, salaries shall be increased by 2%.
4. Glasses – In the event an employee required to wear prescription eyeglasses breaks their glasses on the job, not due to the negligence of the employee, and the incident is verifiable by the Borough, the employee shall be reimbursed for replacement eyeglasses not to exceed \$400. The employee shall provide the Borough with a receipt for the new glasses.

The above-captioned terms of settlement have been agreed by the respective negotiating committees for the Borough and the Public Works Employees' Association on February 17, 2016.

Borough of Bernardsville

Ralph A. Maresca Jr.

John Macdowall

Bernardsville Public Works
Employees' Association

Robert T Cook II